

Job Description

Job Title	Research Scientist (Downstream Process Operations)
Job Holder	
Reports To	Senior Research Scientist
Location	Billingham
Date	Oct 2019
Grade	30/31

Job Purpose

To contribute to R&D DSP Operations within as a junior member of the project team to provide high quality experimental planning and work in the development, evaluation and characterisation of purification processes for the production of novel therapeutic products (particularly proteins).

Dimensions

Turnover	£100 million
Site Numbers	500
No of staff reporting to individual	Occasional supervision of placement students where applicable.
Forward work plan	Four to six months

Principal Accountabilities

- To implement, with guidance and limited supervision, the experimental programmes needed to develop, evaluate and characterise protein purification processes for target molecules.
- To accurately record the experiments performed and ensure full documentation compliant with R&D quality procedures.
- To perform experimental programmes required to support the transfer of processes from the laboratory to the pilot scale.
- When required, to support the GMP manufacture of the recombinant protein molecules within the GMP environment.
- To perform duties safely and in accordance with Fujifilm SHE policies.
- To be compliant with the cGMP system.
- To advise colleagues of techniques in which they are proficient.

Competencies



Revision 2:00

Level: Core

Assessed

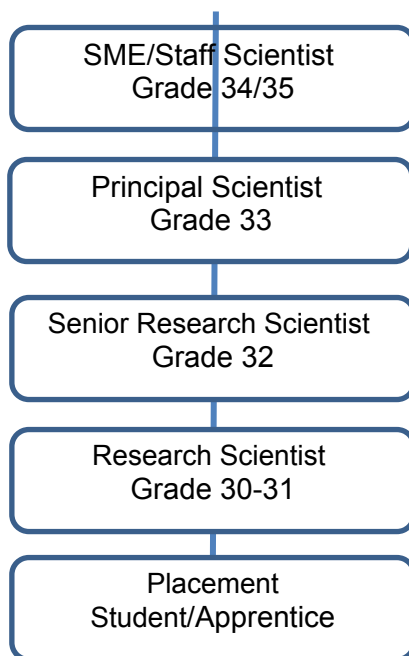
People Development	
Competency	Demonstrated Behaviours
Ability to Learn	<ul style="list-style-type: none"> • Quickly understands what new tasks/jobs required. • Easily learns unique job-related vocabulary. • Quickly understands and uses processes, technologies and ideas that are continually being updated. • Easily learns new information regarding changing products, operations, etc. • Understands and learns to work with new business, office and information technologies. • Learns highly complex information regarding a product or operation. • Is open to and understands new ideas.
Self-Development Orientation	<ul style="list-style-type: none"> • Explores personal strengths and weaknesses with a view to improvement. • Critiques own performance as a means of self-improvement. • Seeks opportunities to build knowledge in work-related areas. • Seeks opportunities to build knowledge in areas seen to be useful but extending beyond immediate areas of work. • Actively seeks feedback as a significant source of learning and improvement. • Plans activities to improve personal capability at work. • Asks for suggestions and new ideas for self-improvement. • Learns from mistakes. • Seeks developmental projects and tasks. • Seeks training programmes to develop new skills. • Continually 'scans' and applies developments in fields that are important to oneself.
Achievement and Results Orientation	
Competency	Demonstrated Behaviours
Results Orientation	<ul style="list-style-type: none"> • Sets specific goals for self and others. • Establishes a clear focus and direction for unit. • Communicates clearly and concretely the results to be achieved. • Organises and brings resources together to help achieve an objective. • Delegates tasks to ensure that the job gets done. • Keeps own and others' activities focused on key objectives. • Determines whether results have been achieved. • Keeps people informed about what needs to be done in the light of changes in the organisation, business situation, etc. • Takes appropriate action to achieve objectives. • Eliminates unnecessary risks. • Acts to avoid unnecessary distractions from key objectives. • Applies experience and expertise to achieve objectives.
Business Standards and Integrity	
Competency	Demonstrated Behaviours
Concern for Standards	<ul style="list-style-type: none"> • Sets high personal standards as an example. • Takes firm action on sub-standard performance. • Explicitly defines consequences of not achieving standards. • Works to meet standards of excellence. • Takes action to ensure consistent application of procedures/systems. • Makes sure that work and/or products are completed in an accurate and timely fashion. • Makes sure that work meets quality standards. • Checks on projects to make sure they are being done properly.
Thoroughness	<ul style="list-style-type: none"> • Follows up incomplete or inadequate answers to pin down the facts.

	<ul style="list-style-type: none"> • Acts to reconcile inconsistent forms of data. • Takes action to tie up loose ends. • Checks to ensure data is accurate and sustainable. • Makes sure all necessary tasks have been completed. • Checks work for errors and omissions. • Carefully prepares and checks details for key events, presentations, etc. • Masters all details relevant to making a case. • Takes care of both small and large aspects of a task. • Keeps track of many details without forgetting items.
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Special Features

- Rapid acquisition / familiarisation and implementation of a range of techniques of which the experimental scientist has limited previous experience.
- The job holder will work in a multifunctional team and will need to interact with other functions within the business.
- The job holder will be a graduate (with a relevant degree) or have at least 2 years relevant DSP purification laboratory experience to be able to do this role fully.

Organisation Chart



Signatures

Job Holder: Date:

Manager: Date: